

# **Job Corps' Past Performance Rating System Frequently Asked Questions**

## **I. Background:**

### **Why does Job Corps evaluate Past Performance?**

The Federal Acquisition Regulation (FAR), Part 42.15, requires that Federal Agencies evaluate contractor performance for each contract in excess of \$100,000. A contractor's past performance is a strong indicator of the offeror's ability to perform future contracts successfully. Evaluations of past performance also serve as a method of providing performance feedback to contractors. The FAR stipulates that past performance evaluations must be performed on an interim basis during the period of performance, and at the end of contract performance.

### **What aspects of performance are evaluated?**

The FAR requires that the following aspects of a contractor's past performance be evaluated:

- Achievement of requirements
- Quality of performance
- Cost control
- Timeliness of performance
- Business relations
- Achievement of Small Business subcontracting goals (if such goals are required by the contract)

### **For what period is Past Performance evaluated?**

The FAR specifies that a contractor's past performance must be evaluated for a period of the past 3 years. Therefore, Job Corps' system is designed to evaluate a contractor's performance for the most recent 3-year period.

### **How does Job Corps use Past Performance information?**

Job Corps' Contracting Officers use Past Performance evaluations as follows:

- For new procurement actions to assess how a contractor has performed in the past and is likely to perform in the future;
- To inform decisions regarding the award of contract option years;
- As a method to provide feedback to a contractor about the Government's assessment of performance under the current contract;

- To provide information about the past performance of Job Corps contractors as requested by other Federal Agencies in support of their procurement activities.

### **How does Job Corps evaluate the Past Performance of its contractors?**

Job Corps evaluates 2 aspects of the contractor's past performance:

- 1) Past effectiveness – achievement of measurable contract goals
- 2) Relevant past experience – quality aspects of contract performance

Job Corps uses a standardized system to ensure that all of its contractors are evaluated using the same criteria. The system is structured as follows:

<b>Performance Aspect</b>	<b>Evaluation System</b>	<b>What It Evaluates</b>	<b>Data Source</b>
<b>Past Effectiveness</b>	<b>Automated Past Effectiveness Report</b> – summary report of the contract's measurable outcomes	Achievement of contract goals	Outcome Measurement System (OMS) performance
<b>Relevant Past Experience</b>	<b>Contractor Past Effectiveness Report (CPEP)</b> – written narrative assessment of quality of performance	<ul style="list-style-type: none"> <li>• Quality of performance</li> <li>• Cost control</li> <li>• Timeliness of performance</li> <li>• Business relations</li> <li>• Achievement of Small Business subcontracting goals</li> </ul>	Assessment prepared by the Contracting office

## **II. Automated Past Effectiveness System**

### **What is the purpose of an Automated Past Effectiveness rating?**

The Automated Past Effectiveness rating system was developed to standardize the method used by all Job Corps Regional contracting offices to assess the extent to which a contractor has achieved quantifiable performance outcomes on all Job Corps Center, Outreach/Admissions and Career Transition Services contracts. Many contractors do business in multiple Regions. Use of the Automated Past Effectiveness rating system ensures consistency in the evaluation of measurable performance outcomes throughout Job Corps.

### **Which contracts are covered by the Automated Past Effectiveness system?**

Separate Automated Past Effectiveness Reports are issued for the following contract types:

- Center operators

- Outreach/Admissions contractors
- Career Transition Services contractors

### **What information does the Automated Past Effectiveness report include?**

Reports are organized alphabetically by contractor name, showing all of an operator's contracts on a single page. Reports for each contractor include the following:

Contract ID	Numerical identifier assigned by the Data Center
Contract name	Name of center, OA or CTS contract
Reporting Period	The dates of performance during the 3-year reporting period for which the contractor operated the contract
OMS (20) Rating	The weighted average of OMS overall performance ratings for the 3-year period covered by the report
Sum	The Automated Past Effectiveness measure associated with the contract. (Maximum is 20 points, minimum 0 points)
Incumbent Rating (75%)	The incumbent rating for a contract is 75% of the contract's sum plus 25% of the weighted average of the other contracts for the same services operated by the contractor. (i.e. for a center, all other centers operated by the contractor are averaged, for a CTS contract, all other CTS contracts operated by the contractor are averaged.)
Contractor Average	The weighted average of all of the individual contract ratings for a contractor.
Weight	The contract weight reflects the portion of the 3-year reporting period during which the contractor operated a particular contract. The weights are 3.00, 2.00 and 1.00, for a total possible weight of 6.00 if the contractor operated the contract for the entire 3-year period covered by the report. If a contract operator changes during the reporting period, the weighting for that contract will be lowered in proportion to the number of days operated within the 3-year period.

In addition, back-up OMS reports are issued which provide all of the OMS source data that supports the contractor's rating.

## Quarterly Automated Past Effectiveness Report Format

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QUARTERLY PAST EFFECTIVENESS REPORT FOR CENTER CONTRACTORS/OPERATORS  
REPORTING PERIOD: 10/01/02 – 9/30/05  
CONTRACTOR: C100325 – XYZ CORPORATION

Center ID	Center Name	Reporting Period	OMS (20)	Sum	Incumbent Rating 75%	Weight
102304	Hilltop	1/01/2003 – 6/30/2005	17.46	17.46	17.22	5.49
240513	Mesa	7/01/2002 – 6/30/2005	14.03	14.03	14.93	6.00
010101	River	7/01/2002 – 6/30/2005	15.40	15.40	15.84	6.00
040260	Mountain	7/01/2002 – 6/30/2005	20.00	20.00	18.90	6.00
CONTRACTOR AVERAGE				16.72		

## **What is the source of data for the Automated Contractor Past Effectiveness rating?**

To determine the Automated Past Effectiveness rating for each contractor, Job Corps uses data from its Outcome Measurement System (OMS). The OMS is an automated system that collects data for all indicators of performance for each contract. Each Program Year Job Corps establishes national and/or model based goals for each indicator of performance, such as GED and vocational completion attainment, placement outcomes and arrival goals. Performance for each contract is measured against those goals.

Each month an OMS report is issued showing the performance for each contract. The report covers the most recent 12 months of performance and is known as a rolling report. Rolling 12-month reports for the past 3 years are used to determine a contractor's Automated Past Effectiveness rating.

## **What factors affect how OMS data is used to calculate the Automated Past Effectiveness Rating?**

Several adjustment factors are applied to OMS data to derive the Automated Past Effectiveness rating covering the most recent 3-year period, as follows:

- **Weights:** Since the most recent performance is considered the most likely predictor of future performance, each of the 3 years is weighted using a 3, 2, 1 weighting scheme, with the most recent year weighted the most heavily.
- **Performance Period:** As a result of procurement actions, contracts may turnover from one operator to another at some time during the 3-year period covered by the report. To ensure that contractors are evaluated only for the period that they operate a contract, weights are adjusted to reflect the actual portion of the 3-year period that the contractor was responsible for the contract.
- **Changing OMS Goals:** Job Corps sets OMS goals each Program Year. Since Automated Past Effectiveness ratings are issued quarterly and based on 3 years of performance, goals must be prorated to ensure that contractors are rated against goals that were in place for each period.
- **Benchmarking OMS performance into a numerical Past Performance score:** Job Corps has set a maximum of 20 possible points that may be earned for past performance. Therefore, a benchmark scale is applied to each year's OMS rating to determine what percentage of the 20 points is earned for each year.

## **How are weights assigned to each contract?**

Automated Past Effectiveness ratings are calculated using the contractor's overall OMS performance rating for each contract for the past 3-year period. Since the most recent performance is considered the most likely predictor of future

performance, each of the 3 years is weighted using a 3, 2, 1 weighting scheme, with the most recent year weighted the most heavily.

The contract weight reflects the portion of the 3-year reporting period during which the contractor operated a particular contract. The weights are 3.00, 2.00 and 1.00, for a total possible weight of 6.00 if the contractor operated the contract for the entire 3-year period covered by the report. If a contract operator changes during the reporting period, the weighting for that contract will be lowered in proportion to the number of days operated within the 3-year period.

**Example:** The Alpha corporation operated the Oak Tree JCC for 4 years, from 7/1/01 – 6/30/05. As of 7/1/05, a new contractor began operating the center.

The Automated Past Effectiveness report for the quarter ending 9/30/05 covers the past 3 years, or 10/1/02 – 9/30/05. Since Alpha's contract ended on 6/30/05, the corporation did not operate Oak Tree JCC for the entire 3-year period covered by the report. Therefore, the weight must be adjusted.

	Rolling Year 1	Rolling Year 2	Rolling Year 3
Contract Year 2	Contract Year 3	Contract Year 4	

#### WEIGHT CALCULATION

Performance Period	Weight	% of RY Operated	Weight Calculation (Weight X % of year)	Total Weight
RY 1 10/1/02 – 9/30/03	1	100%	1 X 1.00% =	1
RY 2 10/1/03 – 9/30/04	2	100%	2 X 1.00% =	2
RY 3 10/1/04 – 9/30/05	3	75% (9 of 12 months)	3 X 75%	2.25
<b>Total Weight</b>				<b>5.25</b>

#### When a contract changes operators, how does it affect the weights for the Automated Past Effectiveness rating of the old and new contractors?

Job Corps' Automated Past Effectiveness system uses Outcome Measurement System (OMS) data. The OMS reports are based on data generated by students as they separate from the program. Since the average length of stay for a student is approximately 8 months, the data included in the system reflects outcomes for students for prior periods of enrollment.

When a contract changes operators as a result of a procurement action, the data generated for the new contract will reflect the efforts of the previous contractor for an extended period of time.

To ensure that a new operator is neither penalized nor rewarded for the efforts of the previous contractor, Job Corps' Automated Past Effectiveness system allows for a 1-year grace period for the new operator. That means that the data generated for the contract will not be counted for or against the new operator and will not be reflected on the automated Past Effectiveness report for a 1-year period.

**Example:** The Delta corporation won the contract for the Valley JCC center effective 12/1/02 and has operated the contract since that time. As a new operator, Delta received a 1-year grace period for the period 12/1/02 through 11/30/03.

The Automated Past Effectiveness report is issued for the quarter ending 9/30/05. It covers the past 3 years, or 10/1/02 – 9/30/05. Since Delta did not begin operating the contract until 12/1/02, and received a 1-year grace period, the corporation did not operate Valley JCC for the entire 3-year period covered by the report. Therefore, the weight must be adjusted.

Rolling Year 1		Rolling Year 2		Rolling Year 3	
	Contract Year 1 Grace Period		Contract Year 2		Contract Year 3

Rolling Year 1 covers the period 10/1/02. Delta did not win the contract until 12/1/02, 2 months after the start of RY1, and the grace period covered the next 12 months (12/1/02 – 11/30/03). Therefore, for past effectiveness purposes, for RY 1, Delta is not evaluated and received a weight of 0. The grace period extends 2 months into RY 2, so the weight for RY 2 must be adjusted.

#### WEIGHT CALCULATION

Performance Period	Weight	% of RY Operated	Weight Calculation (Weight X % of year)	Total Weight
RY 1 10/1/02 – 9/30/03	1	0%	1 X 0% =	0
RY 2 10/1/03 – 9/30/04	2	83.3% (10 of 12 months)	2 X 83.3% =	1.67
RY 3 10/1/04 – 9/30/05	3	100%	3 X 100%	3.00
<b>Total Weight</b>				<b>4.67</b>

QUARTERLY PAST EFFECTIVENESS REPORT FOR CENTER CONTRACTORS/OPERATORS  
REPORTING PERIOD: 10/01/02 – 9/30/05  
CONTRACTOR: C100325 – XYZ CORPORATION

Center ID	Center Name	Reporting Period	OMS (20)	Sum	Incumbent Rating 75%	Weight
102304	Hilltop	1/01/2003 – 6/30/2005	17.46	17.46	17.22	5.49
240513	Mesa	7/01/2002 – 6/30/2005	14.03	14.03	14.93	6.00
010101	River	7/01/2002 – 6/30/2005	15.40	15.40	15.84	6.00
040260	Mountain	7/01/2002 – 6/30/2005	20.00	20.00	18.90	6.00
CONTRACTOR AVERAGE				16.72		

Contract performance period less than total 3-year Report period

Contract weight reduced in proportion to the number of days within the 3-year period.

**Reporting Period:**

The Automated Past Effectiveness Report covers performance during a 3 year period. The Reporting Period displayed on the report shows the actual portion of the 3-year reporting period during which the contractor operated the center. If the contractor operated the center for the entire 3-year period, the weight shown at the far right will be 6.00. If the reporting period is less than the full 3 year period, the weight will be proportionally less than 6.00.

**Weight:**

Weight is based on the reporting period for the contract. Each of the 3 years is weighted, using a 3.00, 2.00, 1.00 weighting scheme, for a total possible weight of 6.00, with the most recent year weighted the most heavily. If a center changes contractors within the 3 year period, the reporting period will not be a full 3 years, and the weight is determined in proportion to the number of days within the 3 year period.



### **What rating scale is used for Automated Contractor Past Effectiveness reports?**

For procurement actions, Job Corps has designated 25 possible points for a contractor's Past Effectiveness, distributed as follows:

- Past performance (achievement of contract goals) – 20 points
- Past experience (quality of contract performance) – 5 points

The Automated Past Effectiveness reporting process is used to determine how many of the 20 possible past performance points are earned for each contract based on achievement of OMS goals.

To determine how many of the 20 possible points are earned for each contract, Job Corps uses a 25-point benchmark scale with the top of the OMS performance range set at 100%. Each contract is assigned a Past Performance score ranging from 0 to 20 points based on performance within the 25 point range.

The benchmark range transformation calculation is as follows:

$$\frac{\text{Center OMS Rating} - \text{Lower Benchmark (75)}}{\text{Upper Benchmark (100)} - \text{Lower Benchmark (75)}} = \% \text{ of points earned}$$

The percentage is then applied to the 20 points to determine the total PE points assigned to the Rolling Year.

**Example:** The Omega company operates the Long Branch JCC and received the following OMS scores for Rolling Years 1, 2 & 3:

	OMS
RY 03	89.1%
RY 04	109.8%
RY 05	93.7%

The calculation is as follows:

	<b>RY OMS Rating</b>	<b>Benchmark Calculation</b>	<b>Percentage of Points Earned</b>	<b>Points Calculation</b>	<b>Points Earned</b>
RY 1	89.1	$\frac{89.1-75}{100-75}$	56.4%	56.4% * 20 points = 11.28	11.28
RY 2	109.8	$\frac{109.8 - 75}{100 - 75}$	139.2%	1.392% * 20 points = 27.84	20.00*
RY 3	93.7	$\frac{93.7 - 75}{100 - 75}$	74.8%	74.8% * 20 points = 14.96	14.96

\* Since the points earned exceeds the maximum points available, the contractor would be assigned the maximum of 20 points

### **How is OMS performance measured when PY OMS goals change within the rolling year?**

Since the Automated Past Effectiveness report is a rolling report and OMS goals change somewhat each Program Year, the goals must be weighted for each OMS indicator to reflect the actual weight of each during the 3-year period. The Automated Past Effectiveness report is issued quarterly, therefore, the goals must be calculated for each quarter covered by the report.

**Example:** The GED goal in PY02 was 70%, but in PY03 it was 75%. Therefore, the GED goal for Rolling Year 1 would be calculated as follows:

Rolling Year Quarter	Period	GED OMS Goal
1	10/1/02 to 12/31/02	70
2	01/01/03 to 03/31/03	70
3	04/01/03 to 06/30/03	70
4	07/01/03 to 09/30/03	75
Total		285
Divide by 4 quarters		4
<b>RY 1 Prorated GED goal</b>		<b>71.25</b>

GED goals for RY2 and RY3 would be calculated in the same way. A similar calculation is performed for each OMS goal.

### How is the Automated Past Effectiveness rating calculated?

The 3-year past effectiveness rating is the weighted average of the points earned for each rolling year covered by the report. To calculate the overall Automated Past Effectiveness score, the points for each Rolling Year are multiplied by the weights for each Rolling Year. These are added together and then divided by the total sum of the weights, as follows:

$$\frac{(\text{RY 1 points} \times \text{RY 1 weight}) + (\text{RY 2 points} \times \text{RY 2 weight}) + (\text{RY 3 points} \times \text{RY 3 weight})}{(\text{RY 1 weight} + \text{RY 2 weight} + \text{RY 3 weight})}$$

**Example:** The Gamma company operated the Eagle JCC for the entire 3-year period covered by the Automated Past Effectiveness Report, and earned the OMS ratings shown below.

<b>RY</b>	<b>OMS Rating</b>	<b>Benchmarked Points Earned</b>	<b>Weight</b>
1	89.1	11.28	1
2	109.8	20.00	2
3	93.7	14.96	3

The Automated Past Effectiveness rating for Eagle JCC would be calculated as follows:

$$\frac{(11.28 \times 1.00) + (20.0 \times 2.00) + (14.96 \times 3.00)}{(1.00 + 2.00 + 3.00)} = 16.03 \text{ Total Points}$$

### **What is the Contractor Average and how is it used?**

For procurement purposes, past effectiveness information is used to assess how a contractor has performed in the past and is likely to perform in the future. Since many of Job Corps' contractors operate multiple contracts, Job Corps uses the weighted average of all the individual contracts operated by the contractor to determine a 'Contractor Average' automated past effectiveness rating. The ratings for each contract are weighted to reflect the direct proportion of the 3-year time period during which a contractor was responsible for contract operations.

An offeror's 'Contractor Average' rating is used as the automated past effectiveness rating score for each procurement in which the offeror is not the incumbent contractor.

### **What is the Incumbent Rating and how is it used?**

For procurement purposes, past effectiveness information is used to assess how a contractor has performed in the past and is likely to perform in the future. In the same way, Job Corps' incumbent rating recognizes that a contractor's past performance on a particular contract is the most likely predictor of how the contractor will perform on that particular contract in the future. Therefore, Job Corps has chosen to weight an incumbent's performance on the contract under procurement more heavily than that contractor's performance on other contracts.

The incumbent rating for a center is 75% of the center rating plus 25% of the weighted average of the other centers associated with that contractor.

If an offeror is the incumbent contractor on a procurement then the 'Incumbent Rating' will be used as the offeror's automated past effectiveness score.

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040260	Mountain	7/01/2002 – 6/30/2005	20.00	20.00	18.90	6.00
CONTRACTOR AVERAGE				16.72		

**Contractor Rating:** Rating that will be used for XYZ contractor during a procurement for any center other than the Mountain Job Corps Center.

**Incumbent Rating:** Rating that will be used for XYZ contractor during a procurement for the Mountain Job Corps Center.

### **How are satellite centers reflected in the Automated Past Effectiveness Report?**

There is no separate score for a satellite center. Data associated with satellites is identified with the primary center data since the center and the satellite are bound within the same contract.

### **Who prepares the Automated Past Effectiveness reports?**

Reports are calculated and issued by the Job Corps Data Center (JCDC), located in Austin, Texas. The JCDC collects and maintains all Job Corps performance data.

### **What is the frequency of issuance for Automated Past Effectiveness reports?**

Automated Past Effectiveness Reports are issued quarterly for periods ending March, June, September and December. Reports are generally issued by the 20<sup>th</sup> of the month following the close of the quarter.

### **How are reports issued/made available to Regional staff and contractors?**

Job Corps issues the Automated Past Effectiveness reports electronically using the Job Corps Resource Library (JCRL). Quarterly, the reports are published on the JCRL, under the 'Reports' menu item. Access to the JCRL is password protected to ensure that sensitive data can only be obtained by authorized users.

For procurement purposes, Job Corps Regional contracting offices are authorized access to Automated Past Effectiveness reports for all Job Corps contractors.

However, contractors are authorized to access Automated Past Effectiveness reports only for those contracts that they operate. Past effectiveness information for other contractors is considered 'confidential source selection information', and in accordance with the Federal Acquisition Regulations, such information may only be released to other Government entities.

### **Who can contractors contact with questions or concerns about Automated Past Effectiveness reports?**

Policy questions regarding Job Corps' Automated Past Effectiveness system should be directed to the Job Corps National Office, Attn: Renee Evans, via e-mail at [evans.renee@dol.gov](mailto:evans.renee@dol.gov). Questions regarding reports and data should be directed to the Job Corps Data Center, Attn: Robin Law, via e-mail at [law.robin@jobcorps.org](mailto:law.robin@jobcorps.org).

### III. Contractor Past Effectiveness Report (CPSR) System

#### What is the Contractor Past Effectiveness Report (CPEP)?

The Contractor Past Effectiveness Report (CPEP) is a written narrative report used by Job Corps to evaluate all contract performance aspects with the exception of quantifiable contract outcomes, which are evaluated using the Automated Past Effectiveness report. The CPEP is designed to ensure that Job Corps Regional Offices evaluate contractor performance in a uniform manner.

#### What contract performance aspects are evaluated using the CPEP?

The Federal Acquisition Regulations define what aspects of a contractor's performance must be evaluated. The Automated Past Effectiveness report system evaluates quantifiable contract outcomes as measured by the Outcome Measurement System. The CPEP is used to evaluate the non-quantifiable performance aspects including the contractor's record of complying with contract requirements, quality of performance, effectiveness at controlling costs, timeliness of performance, the contractor's history of cooperation and commitment to customer satisfaction; and generally, the contractor's business-like concern for the interest of the customer. Job Corps evaluates those performance aspects as follows:

Performance Aspect	Content
Quality of Performance	<ul style="list-style-type: none"><li>• Regional Office Program Assessment quality ratings and results</li><li>• Implementation of new program initiatives</li><li>• Response to student satisfaction surveys</li><li>• Use of innovations</li><li>• Tailoring the program to student needs</li></ul>
Cost Control	<ul style="list-style-type: none"><li>• Performance within budget</li><li>• Complete and accurate financial reporting</li><li>• Audit results</li></ul>
Timeliness of Performance	<ul style="list-style-type: none"><li>• Timely completion of contract and reporting requirements</li><li>• Timeliness of response to policy initiatives</li><li>• Timeliness in filling staff vacancies</li></ul>
Business Relations	<ul style="list-style-type: none"><li>• Provision of corporate oversight</li><li>• Identification and resolution of problems</li><li>• Management of subcontracts and achievement of subcontracting goals</li><li>• Transition and/or phase-out of contract</li><li>• Professionalism and responsiveness in</li></ul>



	relationships with Contracting Officer, COTR and other federal staff
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### **Who prepares the CPER evaluation?**

The CPER is prepared by the Job Corps Regional Office, typically by the COTR (Contracting Officer's Technical Representative) assigned to the contract. The CPER must be reviewed and approved by the Contracting Officer before it becomes official.

### **What rating scale is used for the CPER?**

For the CPER, Job Corps uses an adjectival rating system that includes 5 adjectives as recommended by the Office of Federal Procurement Policy. Each performance aspect is assigned one of the following ratings:

- Exceptional
- Very Good
- Satisfactory
- Marginal
- Unsatisfactory

### **What is the frequency of issuance for the CPER?**

The FAR requires that an end-of-contract past performance evaluation be performed for each contract in excess of \$100,000. In addition, interim evaluations must be prepared for use in procurement actions.

To meet these requirements, Job Corps requires that a CPER be prepared for each contract 2 times per contract year, at 6-month intervals. In addition, end-of contract CPERs are required.

### **What period does the CPER cover?**

The FAR requires that past performance evaluations be prepared for the most recent 3-year period. Therefore, each CPER evaluates a contractor's performance over the past 3 years.

### **How are CPERs issued and made available to Regional staff and contractors?**

Job Corps issues Contractor Past Effectiveness Reports (CPERs) electronically using the Job Corps Financial Management System (FMS). The reports are published on the FMS, under the 'Effectiveness' menu item. Access to the FMS is password protected to ensure that sensitive data can only be obtained by authorized users.

For procurement purposes, Job Corps Regional contracting offices are authorized access to CPERs for all Job Corps contractors. However, contractors are authorized to access CPERs only for those contracts that they operate. Past effectiveness information for other contractors is considered 'confidential source selection information', and in accordance with the Federal Acquisition Regulation, such information may only be released to other Government entities.

### **How is the CPER used for procurements?**

For procurement actions, Job Corps has designated 25 possible points for a contractor's Past Performance, distributed as follows:

- Past effectiveness (achievement of contract goals) – 20 points
- Relevant past experience (quality of contract performance) – 5 points

The Contracting Officer makes a determination regarding how many of the 5 possible points for relevant past experience will be assigned for each contractor. In assigning these points, the Contracting Officer considers:

- Information provided by other Job Corps Regional Offices regarding the contractor's performance on Job Corps contracts. Such information is obtained using the CPER system, and
- Information submitted by the offeror as part of the proposal. Experienced contractors submit up to 5 pages of information for consideration by the Contracting Officer, which describes problems encountered and corrective actions taken on contracts within the past 3 years.

After evaluating the available information, the Contracting Officer assigns the offeror points ranging from 0 to 5 for relevant past experience. Those points are added to the Automated Past Effectiveness score to determine the overall Past Performance score for the offeror.